

# 8x8 Anti-Slavery & Human Trafficking Statement

This statement is made on behalf of 8x8, Inc. and its wholly-owned subsidiaries, including 8x8 UK Limited and Fuze Europe (UK) Limited, (“8x8”) pursuant to section 54(1) of the *Modern Slavery Act 2015* (the “Act”) and constitutes 8x8’s slavery and human trafficking statement.

## Who We Are and How We Do Business

8x8 is a leading provider of cloud communications and collaboration services for businesses. At 8x8, we run our business with honesty and integrity, and encourage the highest of standards not only from our employees and business but also from our suppliers and channel partners. 8x8 does not tolerate any type of forced or compulsory labor, human trafficking, or slavery within our supply chain or operations. The organization is committed to preventing slavery and human trafficking in its corporate activities.

## Our Supply Chain

8x8 is a SaaS company with a relatively small supply chain because our people, their expertise, and our intellectual property are our business. Although 8x8 engages with suppliers for a range of services such as catering, cleaning, and waste disposal, the majority of our suppliers provide us with IT hardware, network services, and software. 8x8 also works with several sales partners who either operate as our sales agents or to whom we supply services for them to resell to their customers.

## Relevant Policies

- Supplier Code of Conduct: 8x8’s Supplier Code of Conduct states the Company’s commitment to human rights and fair labor and its policy against slavery and human trafficking. The policy gives workers, contractors, and other business partners guidance on slavery and human trafficking and the measures taken by 8x8 to address the risk of slavery and human trafficking in its business and supply chains. As part of 8x8’s supplier on-boarding program, the Company assesses the risk of modern slavery and/or human trafficking in connection with each supplier.

- Compliance Reporting Policy: The Company encourages all its employees, customers, and other business partners to report any concerns related to the direct activities or the supply chains of the organization as set forth in its Compliance Reporting Policy and 8x8's Supplier Code of Conduct.
- Employee Code of Conduct: 8x8's Code of Business Conduct and Ethics is the compass by which directors, officers, employees, and contractors of 8x8 are always expected to conduct themselves. All 8x8 business is to be conducted with the highest standard of integrity and in compliance with all applicable laws and regulations. This Code applies to 8x8 and all its subsidiaries worldwide.

### **Minimizing Risk**

At 8x8 suppliers are graded as high or low risk depending on the type of product or service being supplied and the country where the service is performed, or the product is made. Where a supplier is deemed to be "high risk", 8x8 will require evidence from the supplier that they have written policies and effective procedures in place to control the risk of modern slavery and human trafficking down their own supply chain. Any supplier considered to be "at risk" will be notified and given an opportunity to address the risks before 8x8 looks at using an alternative supplier.

### **Reporting**

The prevention, detection, and reporting of modern slavery in any part of our business or supply chain is the responsibility of all of those working for us. If employees have any concern or suspicion that modern slavery or human trafficking is taking place in any part of our business or supply chain, they are urged to report such concerns pursuant to our Compliance Reporting Policy.

### **Board Approval**

This statement has been approved by the organization's Board of Directors who will review and update it annually.

The Board of Directors approved this Statement on April 27, 2023.

Jaswinder Pal Singh

Chairman, Director